

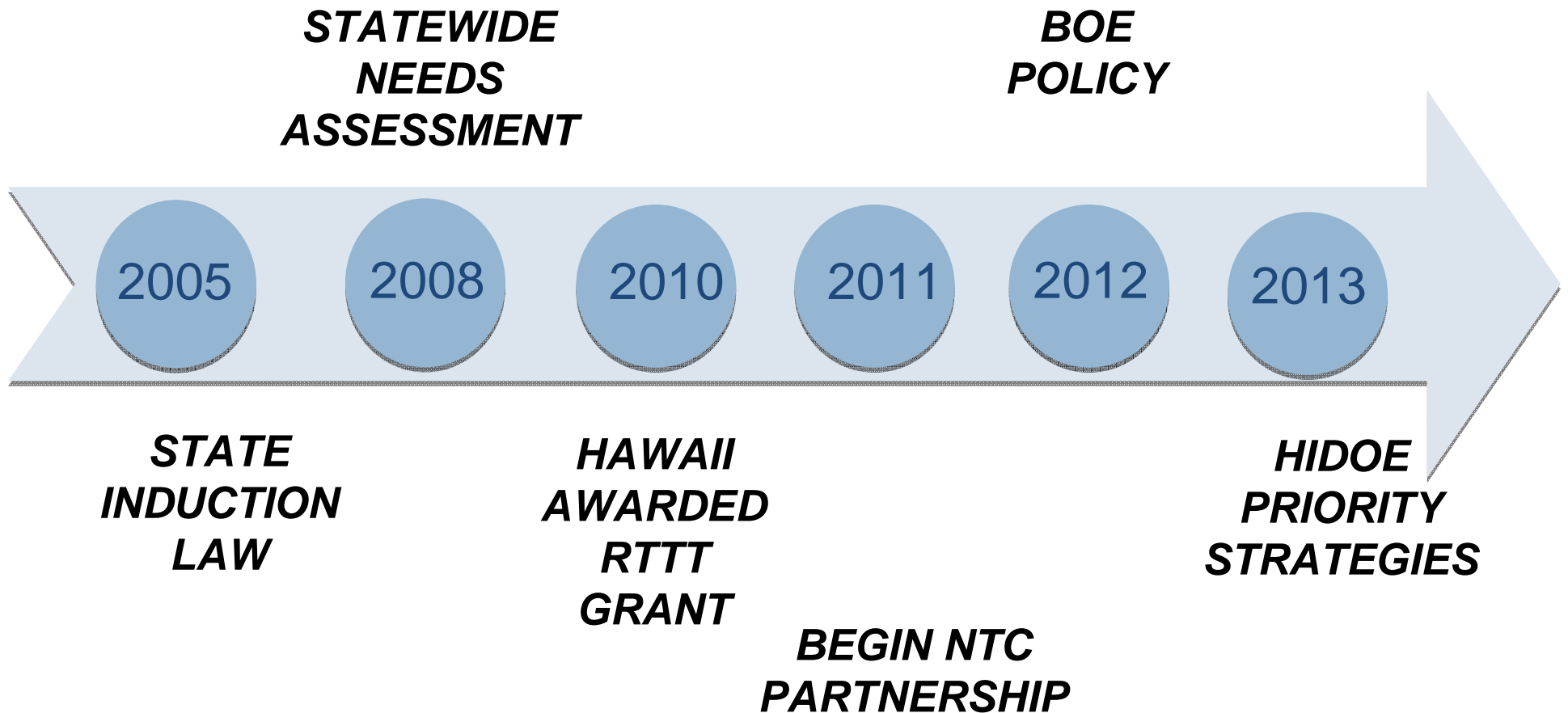


Hawaii's Statewide Induction & Mentoring Journey

*Ronn Nozoe, Deputy Superintendent
HR Committee Meeting
June 17, 2014*

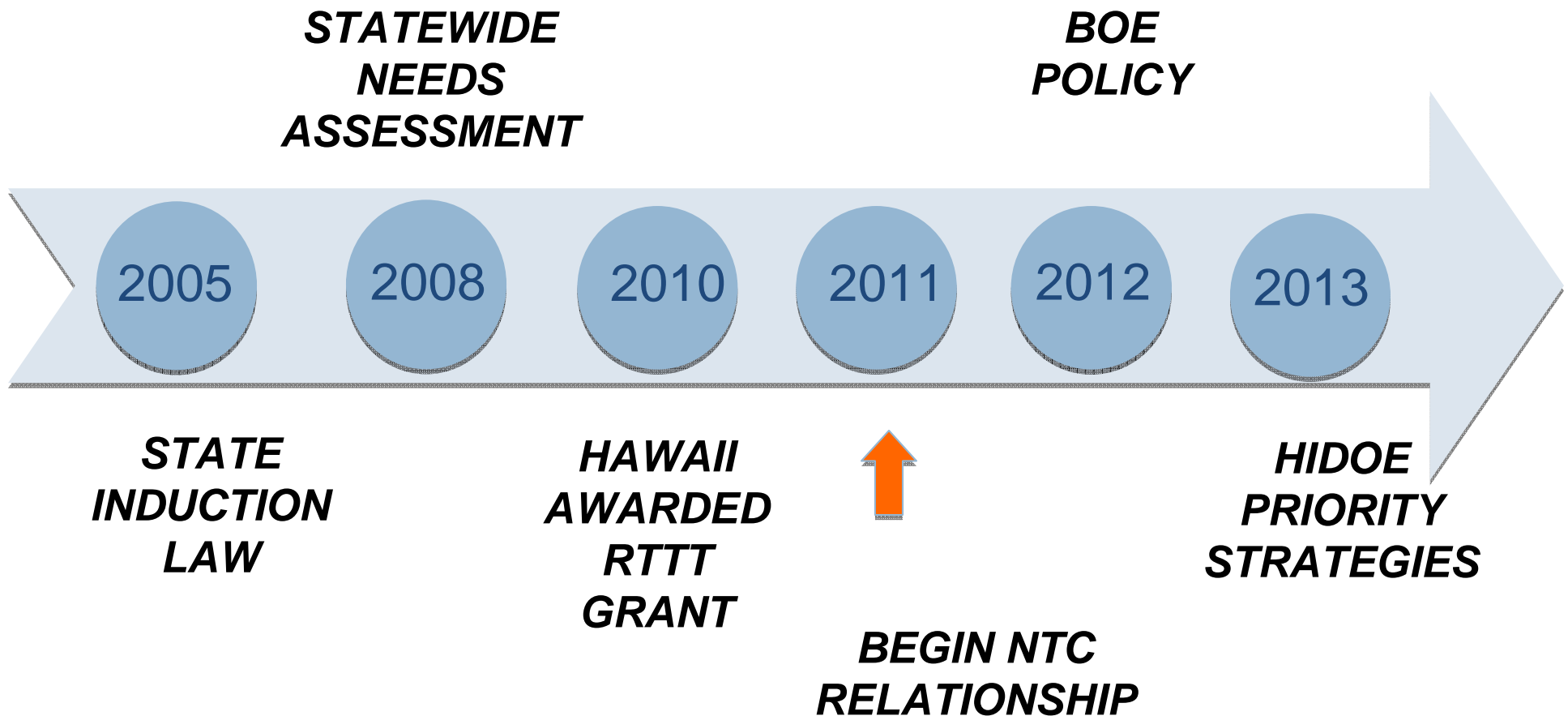
Charting Our Course

2



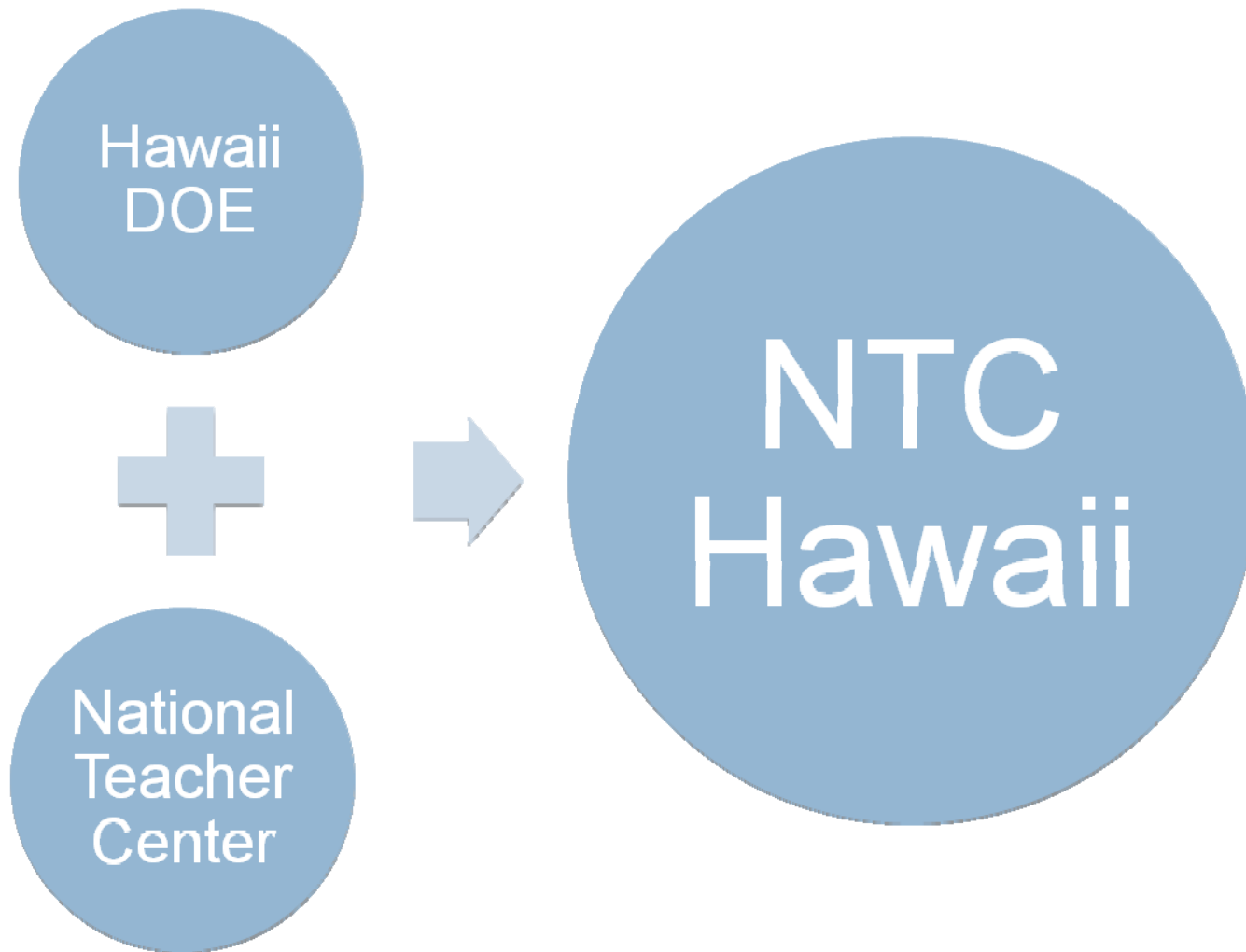
Charting Our Course

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Navigating the Waters Together

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SY 2013-14

- 1,400 Beginning Teachers in their 1st & 2nd year of teaching
- 600 Mentors

CONSISTENT HIGH QUALITY MENTOR TRAINING

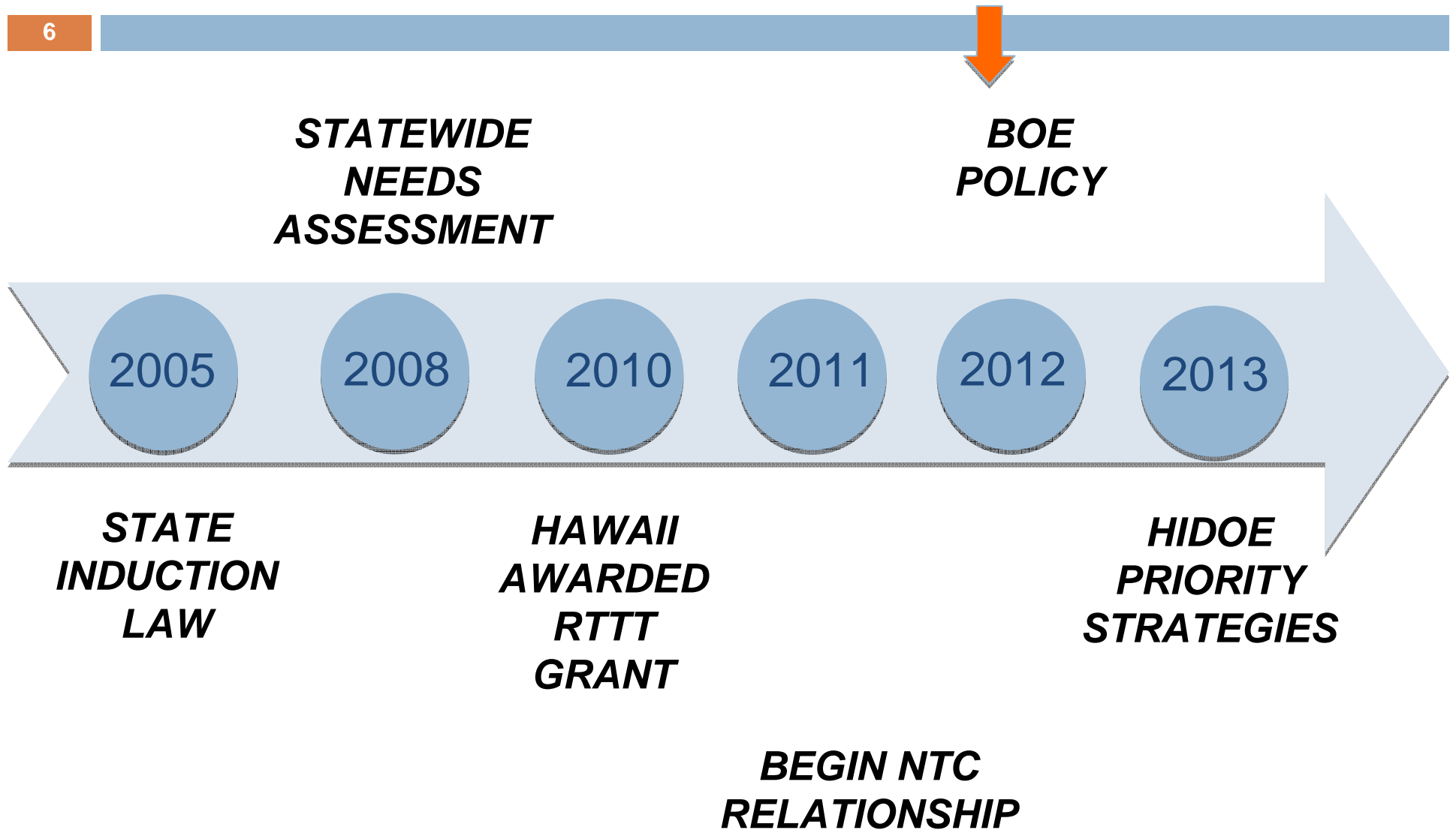
- 600 mentors in 15 complex areas
- 15 UH MUSE Mentors and COE faculty

SY 2014-15

*Complex Areas requested training for an additional 400 mentors

Charting Our Course

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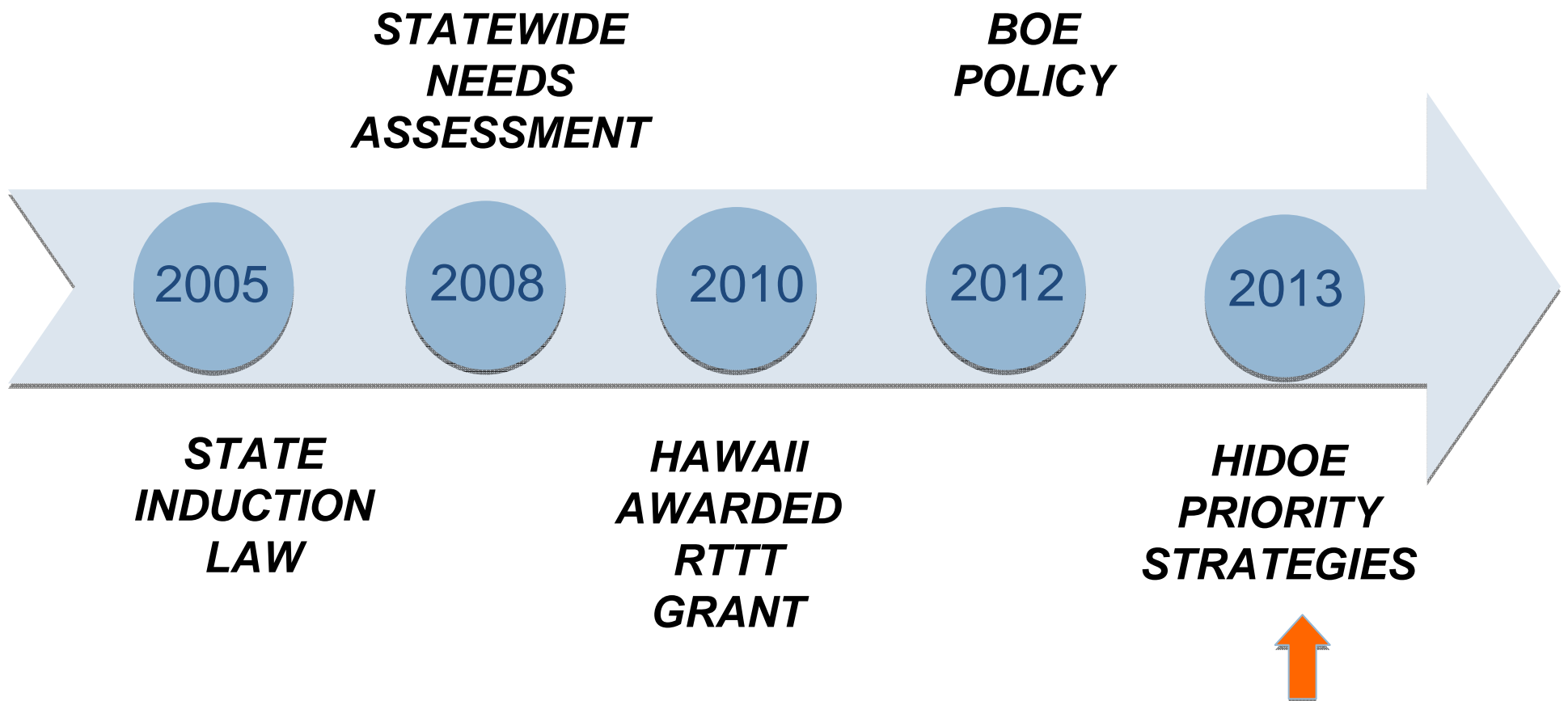
Board Policy and CBA

7

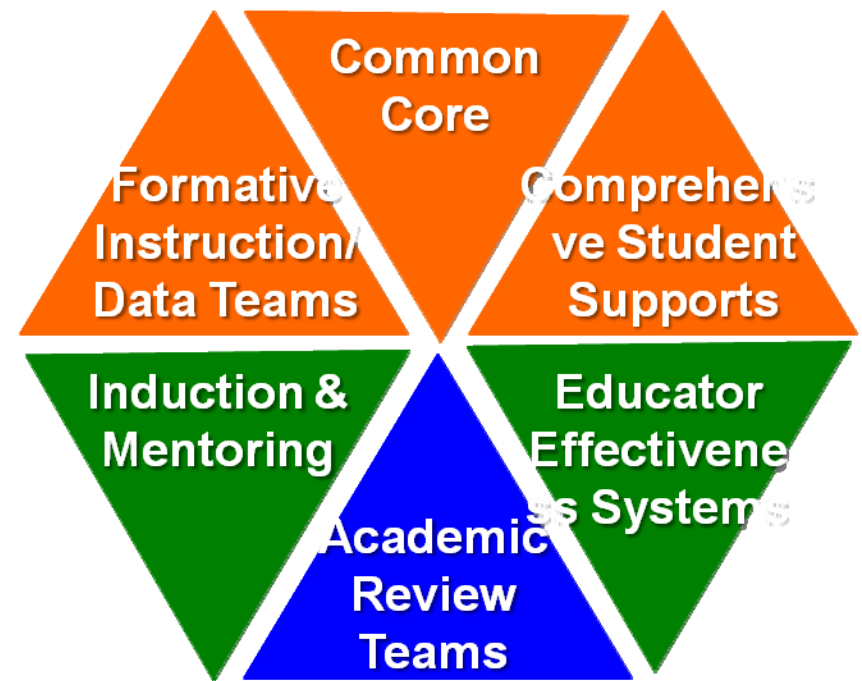
- BOE Policy 5100: ***"All probationary teachers shall participate in the Department's mentoring program, as guided by the Hawaii Teacher Induction Program Standards."***
- HSTA Contract (Appendix VI - MOU (Teacher Evaluation)-pg. 103): ***"Probationary teachers in their first and second year will be provided a dedicated teacher mentor in accordance with their complex area's induction and mentoring program and as required by Board Policy 5100."***

Charting Our Course

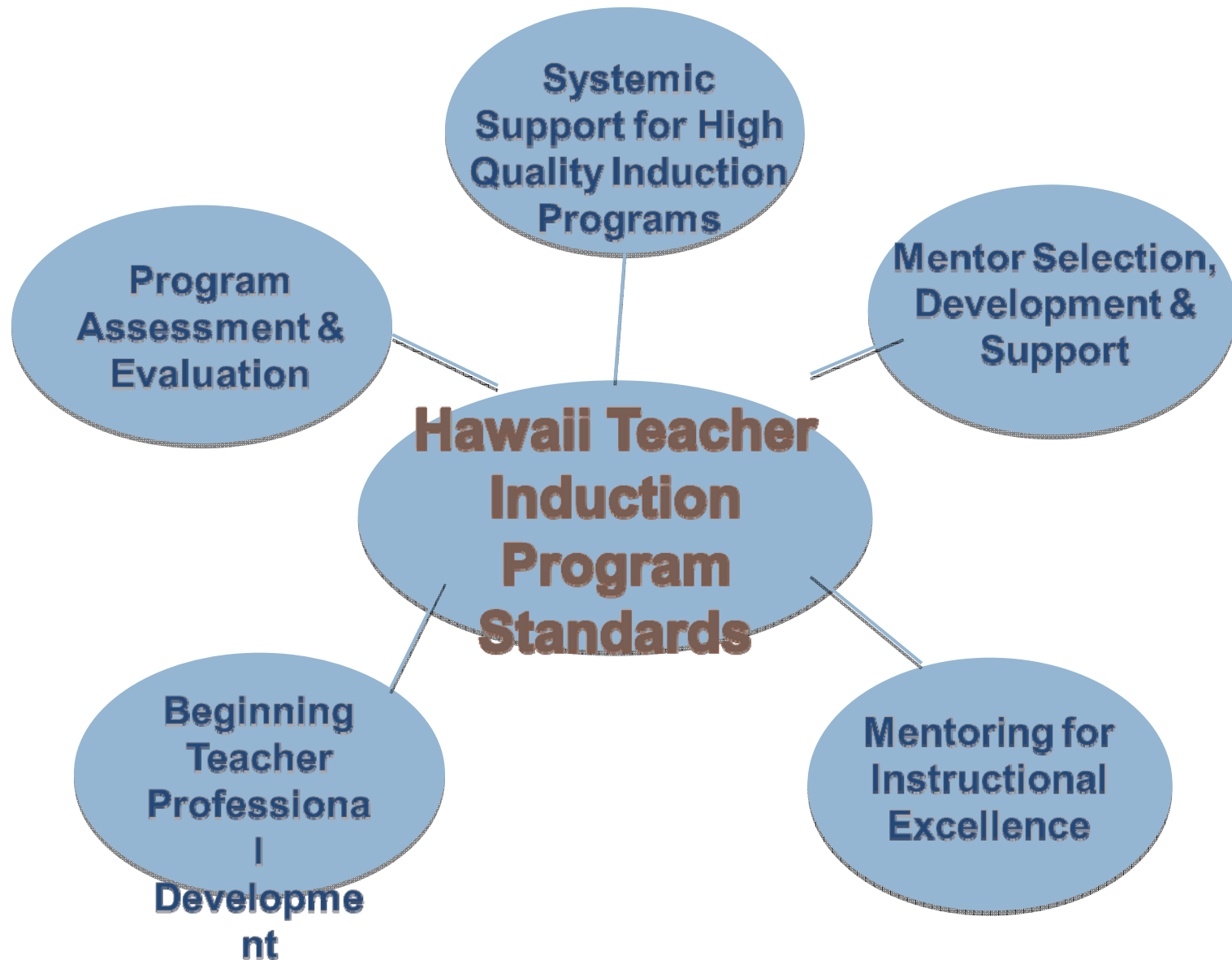
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I&M and the 6 Priority Strategies



*“Our vision of teacher induction is that every beginning teacher will participate in a comprehensive 3 year induction program. The program will engage beginning teachers in a system of support that includes working with a highly skilled, trained instructional mentor to **accelerate teacher effectiveness and student learning.** The induction program will also **improve the retention of quality teachers** in the profession and **strengthen teacher leadership.**”*



NTC Hawaii Mentor Training

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Year 1 Professional Learning Series

Instructional Mentoring

Observing and Conferencing

Using Data to Inform Instruction

Designing Effective Instruction

Year 2 Professional Learning Series

Creating Conditions for Equitable Instruction

Advancing Instruction that Supports Language

Development

Differentiating Instruction to Support Diverse Learners

Mentoring as Leadership

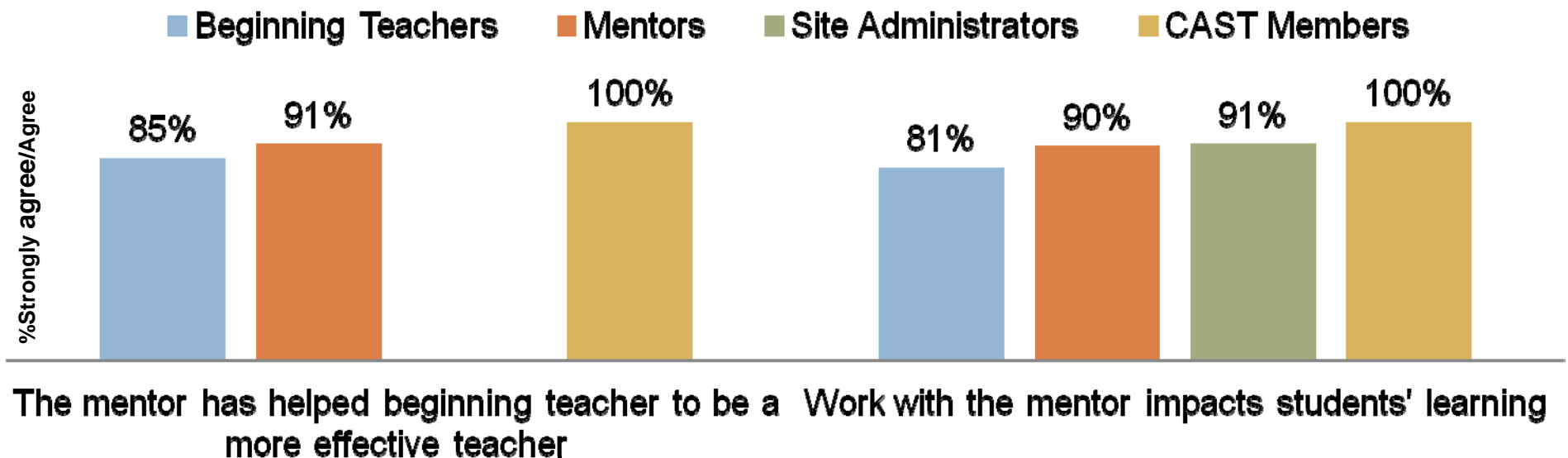
**15 local Mentor
Trainers**

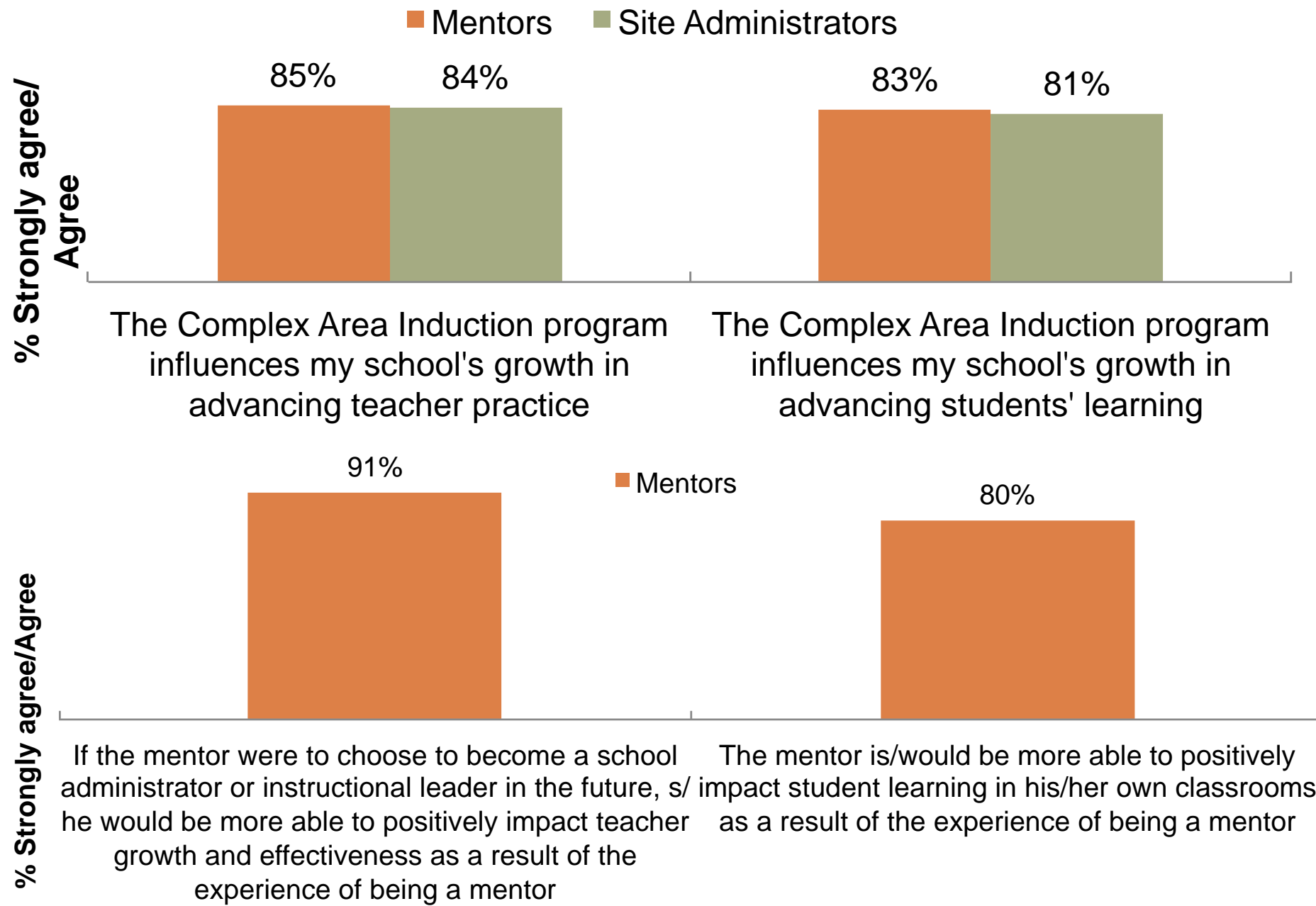
Hawaii Department of Education: 2013-14

Program Overview

	Beginning Teachers	Mentors	Site Administrators	CAST Members
Total Program Participants	1,390	578	249	15
Response Rate	64% (903)	79% (459)	76% (191)	100% (15)

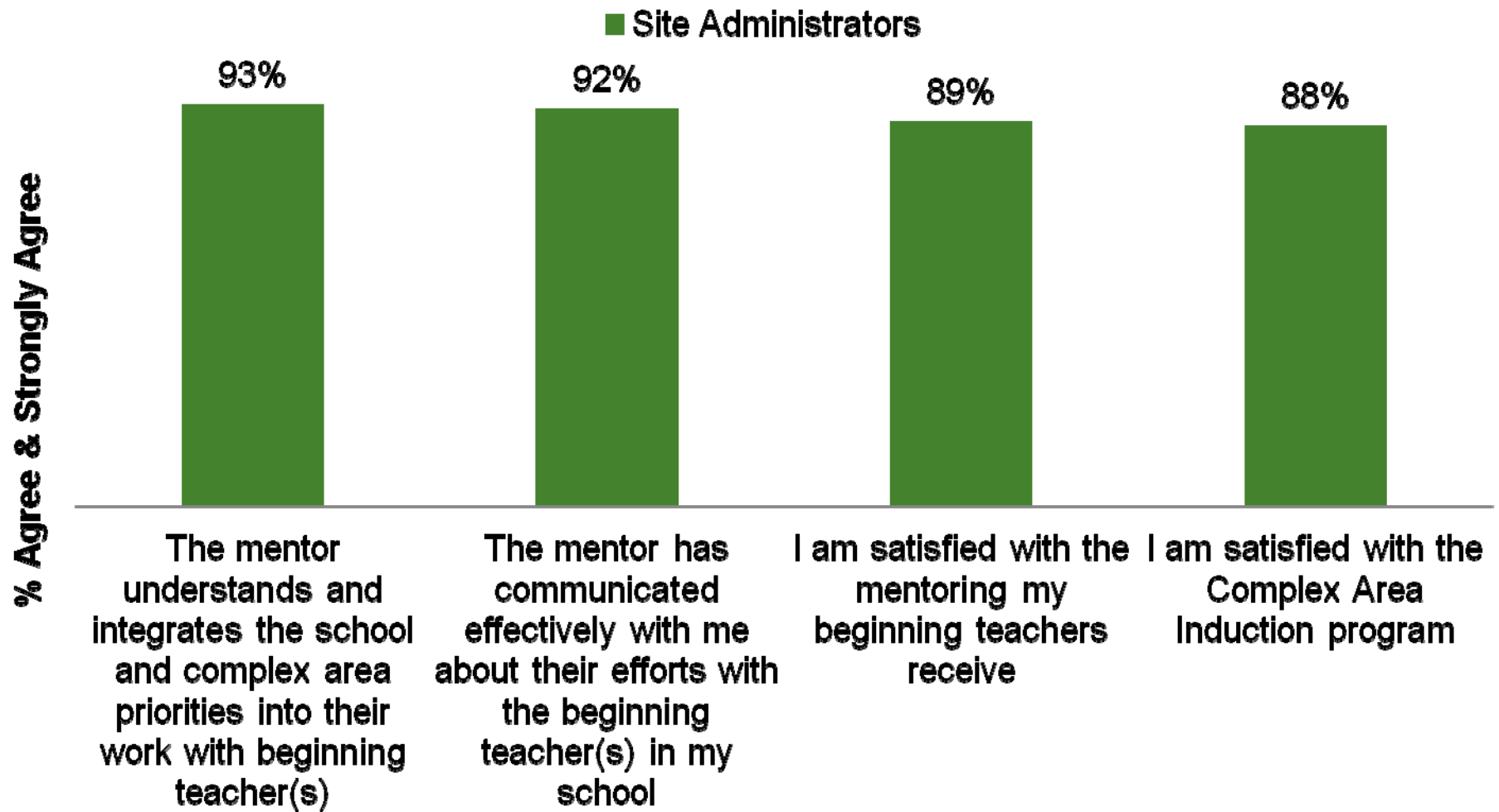
Teacher Practice and Student Learning





Site Administrator Satisfaction

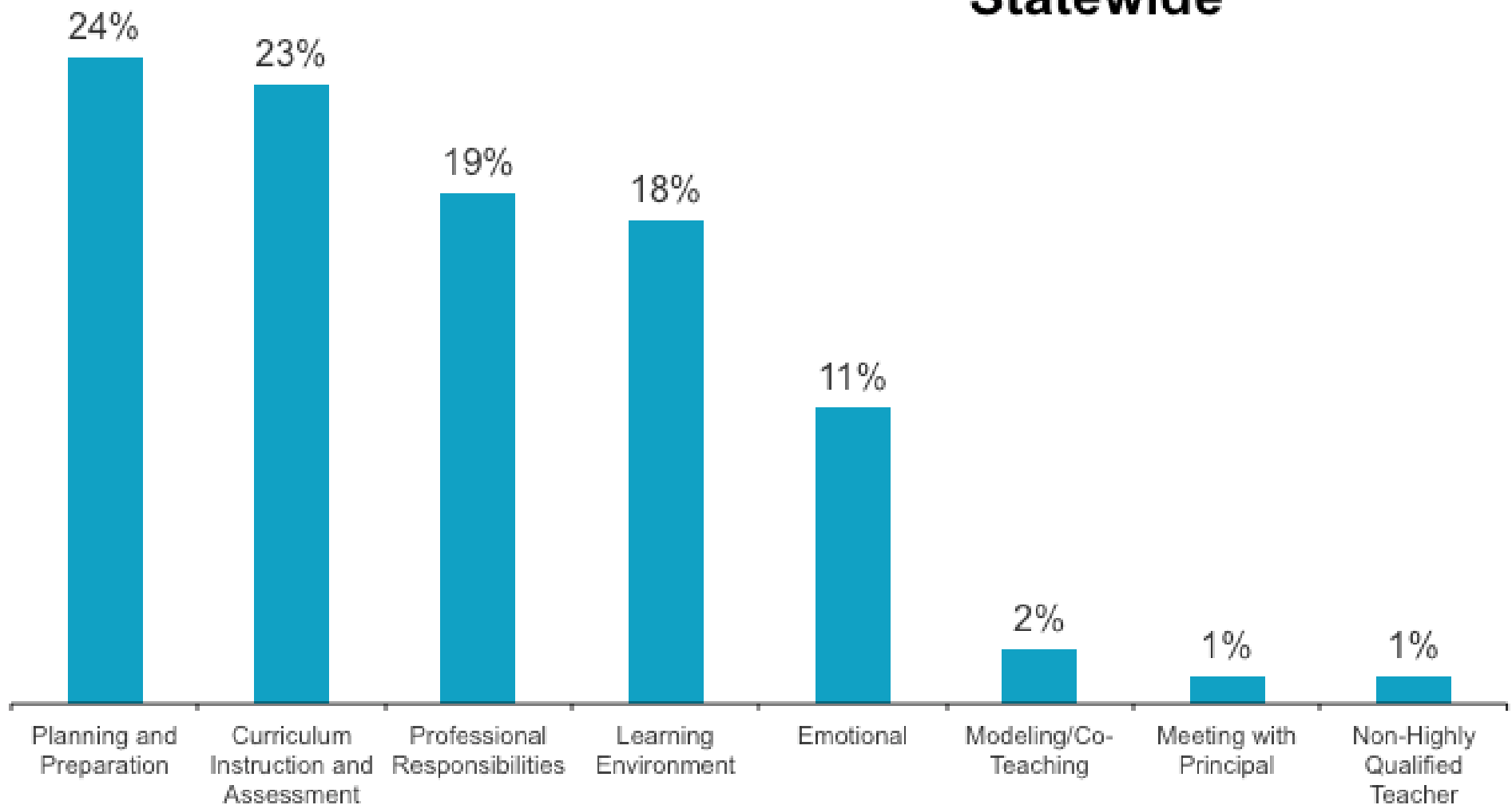
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Mentor Logs: Types of Support

16

Statewide

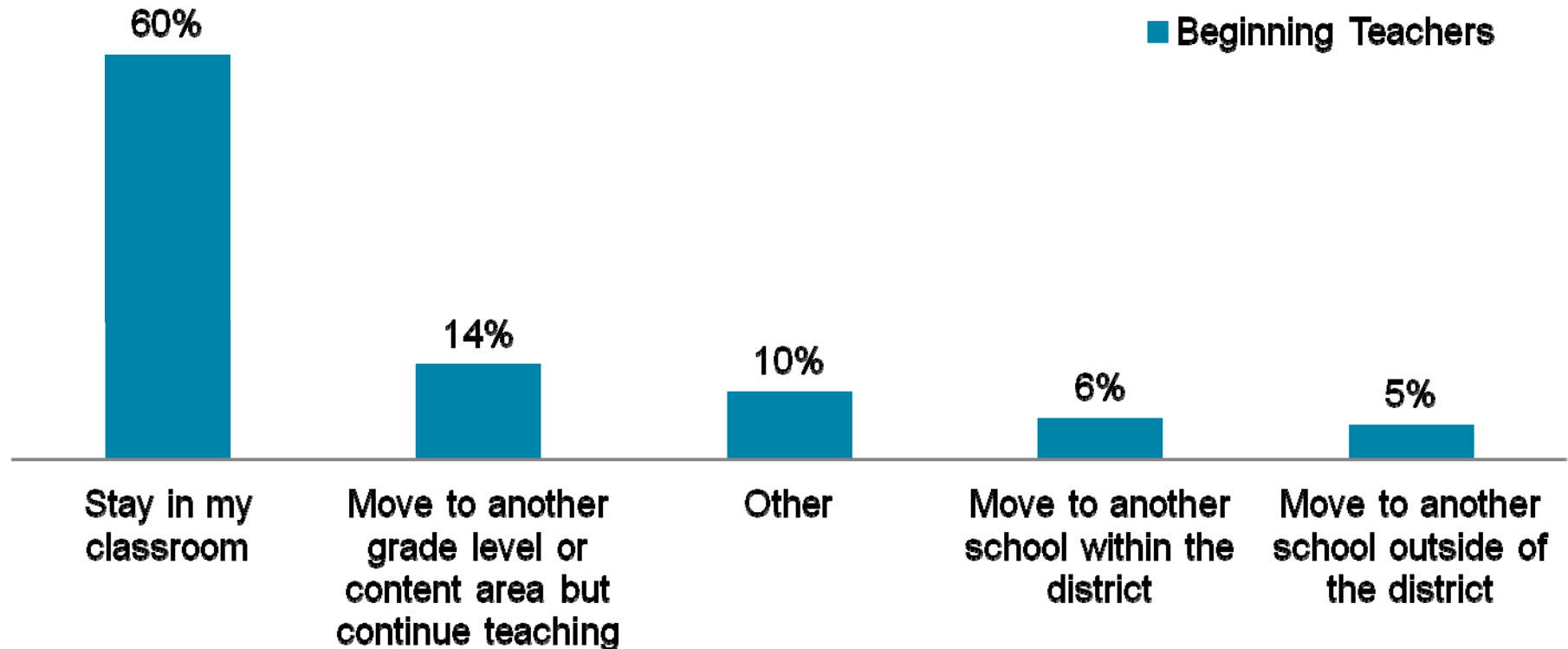


97% Retention

17

What are your future plans? I plan to...

****3% of teachers said they were leaving the profession***



Challenges

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- End of RTTT financial support
- New teacher retention
- Wave of retirements
- New insight from EES
- Supporting both new and veteran teachers
- Funding to establish a permanent high quality induction system

Hawaii Mentor Impact Pilot Project

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About

- Design, test, and draw scalable lessons from three induction program enhancements.
- Awarded \$1.66M over 3 years
- DOE matched funds & positions

Partners

- ✓ Hawaii Community Foundation
- ✓ Harold K.L. Castle Foundation
- ✓ New Teacher Center
- ✓ Hawaii DOE

Pilot: 3 Enhancements

20

- 1. Test a “full-release model” of mentoring in 1 Complex Area (FKK) to provide full-release mentors for ALL beginning teachers*
- 2. Test a “mixed model” of mentoring in 1 Complex Area (CK)*
- 3. Test the use of mentors for veteran teachers in both Complex Areas – leveraging the capacity of beginning teacher mentors to serve struggling veteran teachers*

Pilot: What do we hope to learn?

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- Cost and effectiveness of various mentoring models
- Can mentors be leveraged to improve the performance of veteran teachers?
- Data to inform the Department's future funding strategy

